Transformational Practice and Partnerships
Fiscal Year 2015 Annual Report

College of Nursing

The office of Transformational Practice and Partnerships, began in mid 2014 to bring together the collaborative efforts of the College of Nursing and enhance the college’s ongoing mission of transforming nursing practice.

Building on the missions of the University of Nebraska Medical Center, Nebraska Medicine and the College of Nursing, the mission of the Office of Transformational Practice and Partnerships is to improve the health of individuals, families, and communities using interprofessional teams which provide sustainable solutions through innovative, nurse-led community partnerships.

Our work supports the improvement of health through direct patient care, quality professional development initiatives, and collaboration with partners across the state, region, and world.

Throughout the past year, Transformational Practice and Partnerships has engaged new and old partners to increase the positive presence of the College of Nursing in local, national and international communities through faculty and student practice opportunities, international experiences and relationship building, and continuing education opportunities.

Guiding Principles

- All team members are supported to practice their profession at the top of their scope and are encouraged to develop personally and professionally.
- We monitor outcomes with an emphasis on high quality and cost effective services while maintaining high client satisfaction.
- We operate within a business model that supports long-term sustainability.
- Our work supports the UNMC and CON education and research missions by welcoming students into our teams and creating opportunities for scholarship within all programs.
Morehead Center for Nursing Practice

- Our practice teams are designed to build capacity for maintaining health and managing health problems of individuals, families, communities, and systems.
- Our clinical focus is on population groups who are at high risk for poor health outcomes, with special attention to children, people with limited access to health care, and community dwelling elders.

International Programs

- We are committed to utilizing international experiences to understand differing perspectives, traditions, politics, and cultures, especially as they impact health behavior and health systems.
- We create and support international partnerships for dialogue and collaboration to reduce the international nursing shortage, promote professional standards and stature of nursing, and preparing nurse leaders for emerging global health care roles and challenges.

Continuing Nursing Education

- We collaborate with health care and education professionals to develop continuing education offerings of the highest quality to nurses across the state, region, and the world.
- Our focus is providing quality education opportunities through innovative approaches to support nurses in an evolving healthcare environment.

Administration

Rick Helms, MSW, Administrator I. Rick joined UNMC and the College of Nursing in February 2015 and is responsible for managing business operations of the Transformational Practice office.

Ana Lara-Ramírez, Office Associate I. Ana joined the office at its inception in 2014 and manages office operations.

Carli Zegers, BS, RN, Graduate Assistant. Carli joined the College of Nursing as a PhD candidate and graduate assistant in May 2015. She is responsible for coordinating data collection and research protocols for practice activities.
Morehead Center for Nursing Practice

The Morehead Center for Nursing Practice provides organization of the College of Nursing clinical enterprises and individual faculty practices. Brought together in a centralized and integrated system, the Morehead Center is designed to support existing opportunities and foster development of additional entrepreneurial activities and practices.

The Morehead Center’s responsibilities include: business planning, billing, grant writing, contracting, clinical privileging and credentialing, practice governance, policy and procedure development, quality improvement, and evaluation.

Contracted Services

Fiscal year 2015 presented unique opportunities for the Morehead Center. With fourteen contracted agencies in Nebraska and Iowa, faculty recorded 4,080 contracted practice billable hours. The increase in faculty engaging in practice under the Morehead Center, new contract opportunities, and an increase in billable hours lead to a 51% increase in total billed dollars to $190,372.

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<th>Contracted practices 14</th>
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<tr>
<td>Average hourly rate $59.17</td>
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<tr>
<td>Billable hours 4080</td>
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<td>Billed dollars $190,372.23</td>
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Income generated by the Morehead Center contracts allowed greater than $30,500 to be returned directly to faculty through the supplemental compensation revenue disbursement plan. This represents a 53% increase in disbursements over last fiscal year.

Contract renegotiations, expanded practice opportunities, and new billable services have resulted in a great financial year for the Morehead Center’s contracted services. Many partners are experiencing first-hand how the College of Nursing’s practitioners can assist in fulfilling their missions, while benefitting both organizations.

Community Partnerships

*Nebraska Medicine.* Contracts have been executed with Nebraska Medicine to allow faculty practice opportunities with the clinical practice partner of UNMC. Services the College of
Nursing is now involved in include Immediate Care, Employee Health, primary care, case management and home visits.

**Aging Partners.** Faculty member Rita Antonson, RN, MSN, heads the Lincoln-based Senior Health Promotion Center, where students are provided the opportunity to interact with live patients and provide screenings, teaching and referrals. Faculty and students dedicated nearly 900 hours to this program in the past year. This opportunity is a collaboration between UNMC College of Nursing, Aging Partners, and the City of Lincoln and aims to incorporate the triple mission of the College of Nursing, encompassing education, research and patient care.

**Neighborworks.** A new partnership with NP Dodge and Neighborworks formed in 2015 to provide screening events to low-income seniors in the community. This partnership utilizes student expertise to engage seniors in a familiar community setting and provide healthcare services. Healthfair-type screenings held three times per year have been integrated into the undergraduate curriculum to allow students an opportunity to demonstrate their newly-learned skills with local seniors.

**National Breast Cancer Foundation.** The College of Nursing continues a partnership with the Nebraska Medicine Foundation to provide breast screenings for uninsured patients at a variety of events and special clinics throughout 2014 and 2015. Events held in the Omaha and Lincoln areas screened dozens of women for breast cancer. Ongoing funding provided by the National Breast Cancer Foundation will continue to allow uninsured women to receive screenings and mammography at no cost with Nebraska Medicine in 2016.

**Geriatric Long Term Care.** Claudia Chaperon, RN, PhD, APRN, and Rachel Fortney, APRN continued a cooperation with the College of Medicine and Nebraska Medicine to provide office visits to residents in Omaha. Working closely with Deb Mostek, MD and several long-term care facilities in Omaha, the College of Nursing is able to provide services to many patients without having them come into an office, lessening the burden to access health care services.

**All Care Health Center.** At All Care Health Center is a located in Council Bluffs and offers a wide-range of patient services all under one roof, in an effort to fulfill its mission to provide affordable, comprehensive, high quality health care to the entire community. Patients can seek care from medical, dental and mental health practitioners and also access social services, legal aid, pharmacy, and many other services within All Care’s clinic. All Care’s approach to comprehensive medical services attempts to provide a one-stop-shop for its patients. Currently, College of Nursing faculty practice with All
Care, providing obstetrical, acute, and psychiatric care, as well as school-based clinics, assisting in the expansion of the health care center’s medical service offerings. Amy Ford, APRN, Kelly Gonzales, PhD, APRN, and Lyndsay Dean, APRN, currently practice with All Care.

**Encounter Telehealth.** Beginning in 2015, the Morehead Center entered into a contract with Encounter Telehealth to allow faculty to practice through the telehealth network. Lyndsay Dean, APRN provides telehealth psychiatric services to patients across the state through the telehealth system and brings the College of Nursing’s expertise to many new communities.

**Additional Partnerships.** The College of Nursing partners with a variety of agencies and groups across the State of Nebraska to enhance nursing practice and bring high-quality patient-centered care to a variety of populations. Additional partners include: Bryan Health, Community Action Partnership of Western Nebraska, Children’s Hospital and Physicians, Franklin County Hospital, Lincoln Lancaster County Health Department, NOVA Treatment Community, Veteran’s Administration of Iowa and Western Nebraska, and others.

**New Opportunities**

**Expanded contracts.** The Morehead Center continues to seek out new partners to implement additional programs to allow faculty and student practice opportunities in communities statewide. Expanded partnerships with local Federally Qualified Health Centers and Nebraska Medicine are allowing additional faculty to engage in community-based practice, in addition to the continued agency partners across the state. Additional agreements are being made to allow use of the Mobile Clinic around communities in Omaha. Opportunities abound for growth of community service as well as revenue-generating activities.

**Expanded Services.** Transformational Practice leaders are moving forward with plans to expanded services in the Omaha area led by the College of Nursing. In collaboration with multiple partners in the coming year, the College will bring practice-focused faculty members on board to provide enhanced primary care services, medical home visits, and interim coverage. Collaboration with local accountable care organizations has begun to present opportunities for the College’s faculty in a variety of settings.

**Nebraska Department of Correctional Services (NDCS).** As part of a developing partnership between NDCS and UNMC, the College of Nursing designed a pilot intervention intended to improve health and health outcomes for incarcerated individuals with chronic health problems. The College will work in partnership with the College of Public Health in conducting a comprehensive evaluation of the Nebraska prison health system, provide systemic and disease-specific interventions, and use the mobile clinic to increase access to specialty services.

**Evaluation.** The Morehead Center is formalizing procedures for continuous improvement of practice sites and processes which will be implemented in fiscal year 2016. The evaluative efforts will focus on the Triple Aims: cost effectiveness, satisfaction of service, and improved health of the population.
International Programs

International Programs offers nursing students and faculty a variety of international experiences and provides a connection to global community of partners in nursing. International Programs works in collaboration with the university to enhance interprofessional international efforts for visitors and collaborative research.

Visitors to UNMC

International Visitors. The College of Nursing hosted one student from Sweden and four from Xi’an, China in Fall 2014. In March 2015, six students from two Chinese universities visited UNMC. The students gained a better understanding of US healthcare and nursing culture.

Visiting scholars. In addition to students, the College of Nursing hosted a visiting faculty member from China this past year. The College is currently planning for additional scholars to visit and learn from UNMC faculty, including a short-term visitor from Japan and a long-term scholar from Xi’an, China.

College of Nursing Abroad

UNMC Students Abroad. Many students traveled abroad in the student exchange program in April and May 2015, visiting universities in China, Norway, and Sweden. Through the exchange program, students gain valuable insights into other cultures and healthcare systems through the exchange program.

Traditional Chinese Medicine. May 2015 marked the first class of students and faculty training in Traditional Chinese Medicine in Shanghai, China. Eight students and faculty received training at Shanghai Institute of Health Sciences.

International Clinics. Fifteen BSN students were part of two interdisciplinary teams which traveled to Nicaragua to provide a variety of clinical services. The Colleges of Public Health and Medicine partner with College of Nursing for this program each year.

Global Presence. Dr. Ryan continued international travel to present at conferences throughout 2014 and 2015. She was invited to present in China, Oman, and Armenia over the past year. In addition, Dr. Ryan continues to be on the board of these international groups: American International...
Healthcare Alliance and Global Education for Development Institute. These activities have fueled international partnerships with universities in these countries, laying the groundwork for additional student and faculty experiences both as visitors and scholars.

New Opportunities

Additional opportunities for international experiences continue to develop, and the university is building strong partners in the Middle East, including Sultan-Qaboos University (Muscat, Oman) and Al Zaytoonah University of Jordan (Amman, Jordan). The College continues to negotiate an agreement for receiving students from Kristianstad University in Sweden.

Republic of Georgia. Planning for a new grant-funded project in the Republic of Georgia began in 2015 and will involve academic programs, research, and practice. The focus for the College of Nursing is to assess the status of the nursing profession in the former soviet country and provide in-country training opportunities to nurse leaders. The three-year project will also allow nurse leaders from the country to visit UNMC for additional training. This project is being led by UNL and in collaboration with UNMC College of Medicine.
Continuing Nursing Education

The CON CNE team is comprised of eight individuals, each of whom brings a unique skill set to the CNE mission: to plan, provide, and evaluate accredited educational activities for registered nurses across the state and the nation. Supporting the clinical and educational expertise of the team’s two nursing faculty, team members provide expertise in project management, meeting planning, business and accounting, marketing, web development and design, and computer coding. A team approach that emphasizes mutual respect, collaboration, flexibility, and recognition of one another’s areas of strength, allows the team to produce numerous high quality educational activities annually. In May 2015, in recognition of its professionalism, the CNE Team was the recipient of the College’s Distinguished Team Award.

Over the past several years, the CNE team has had several accomplishments that have allowed it to expand its reach in cost efficient, high quality ways. These include:

- Expanding the sophistication and capacity of its online learning technology
- Developing online tracking and evaluation systems to facilitate reporting and quality monitoring
- Creating and hosting websites to implement educational activities with external partners
- Increasing use of social media for publicity and marketing initiatives.

Evaluation Activities for Quality and Cost Effectiveness

The CON CNE uses regular and systematic evaluation methods to assess the outcomes and impact of its educational activities, monitor their costs, and implement quality improvements when indicated. At a minimum, every educational activity is evaluated by its audience and other stakeholders within and outside the CON CNE team. Program effectiveness is evaluated on multiple levels, to include learner satisfaction and changes in content knowledge, clinical competence, clinical practice and in some cases patient health outcomes.
In early 2015, the CNE team, led by their talented IT staff members, completed the development of a sophisticated, state-of-the-art, web-based system to collect, analyze, and present large volumes of immediate and long term educational outcomes of its learning activities. This system collects complex survey-based data from thousands of learners across the nation, using an interface personalized for each learner. The system also presents data for analysis in user friendly formats and facilitates the development of reports that are shared with CON CNE’s educational partners and used internally to guide future programming decisions. This new system increases the capacity of CON CNE to conduct systematic outcomes evaluations that can enlighten our understanding of how continuing nursing education activities can impact clinical practice outcomes.

Using a Business Model to Promote Self-sustainability

The CON CNE functions as a not-for-profit, self-sustaining small business within the College and has been self-supporting for more than a decade. CON CNE uses revenues from its accreditation work to support 100% of its personnel and non-personnel expenses and to allow it to develop and provide accredited educational activities free-of-charge to the College of Nursing faculty, UNMC faculty, and selected professional groups.

In FY 2015, CON CNE provided a record number of accredited educational activities – 257. Of these, 172 were offered using web-based formats and the remaining 85 were offered using traditional, real-time delivery methods. More than 34,000 learners received certificates of completion from these programs.

These numbers compare favorably to previous years’ outcomes. For example, in 2005, CON CNE provided 82 accredited programs, and 6,500 certificates, representing 32% of current programs and 20% of certificates provided in 2015. Since 2006, when CON CNE’s online learning system was launched, there has been a continuous increase in the percentage of web-based accredited programs, representative of a growing acceptance of online learning modalities among RNs and an increased willingness to support these programs among those who fund continuing education activities.

In 2015, CON CNE partnered with professional associations, medical education companies, and numerous other health-related entities to plan and deliver more than 90% of its accredited educational activities. These partnerships, supported primarily through educational grant funding, allow a sharing of education and clinical resources and talent and facilitate the cost-effective production of high quality accredited activities. This grant funding is the primary source of income for CON CNE. Registration fees from audience members account for less than 1% of income.
The CON CNE team continually analyzes its operations to create formal, systematic program development processes, templates and naming conventions for the extensive documentation it is required to maintain, and a fee schedule that allows it to attach actual costs to the work performed. This latter innovation allows the CON CNE to price its work fairly and to track and analyze the value of the growing “in-kind” contributions it makes to UNMC, CON, and the community.

### Selected Partners in FY 2015

**Internal:**
- Behavioral Health Education Center of Nebraska (BHECN)
- Olson Center for Women’s Health
- UNMC Faculty Development Committee (EDI)
- UNMC Center for Continuing Education (CCE)
- UNMC COPH

**External:**
- Crohn’s and Colitis Foundation of America (CCFA)
- Indiana Hemophilia and Thrombosis Center (IHTC)
- National Hemophilia Foundation (NHF)
- Hemophilia Foundation of Michigan (HFM)
- COPD Association
- American Academy of Pain Management (AAPM)
- Nebraska Action Coalition (NAC)
- Practicing Clinicians Exchange (PCE)
- Practice Point Communications
- Imedex

### Supporting the UNMC and CON Missions

The CON CNE’s national reputation for excellence and its formal designation as an ANCC Provider “with distinction” reflect the missions of UNMC and CON to provide educational programs of the highest quality. As CON CNE provides programs throughout the state and the nation that reach thousands of nurses every year, these positive qualities support and enhance UNMC’s reputation as a “world class” institution and UNMC’s efforts to extend itself beyond the campus and the state to reach the broadest possible audience.

The CON CNE makes invaluable and unique contributions through its substantial “in-kind” work to provide accredited educational activities that “target” the particular learning needs of UNMC’s nursing faculty as well as clinical audiences, free of charge. The chart on the right depicts the value of CON CNE’s “in kind” contributions in FY 2015, relative to the total value of all work completed in that year. This percentage is significant and is consistent with the value of CNE’s FY 2014 “in kind” contributions.

Three of CON CNE’s premier educational activities for 2015 are highlighted here to describe specific ways in which CON CNE supports the mission:
Pharmacology for Advanced Practice Nurses

In 2015, this live, two-day meeting that targets Nebraska’s nurse practitioners (NPs) celebrated its 20th year with its largest audience to date – 272 nurses. A substantial portion of the audience is the College’s nurse practitioner faculty and alumni of our nurse practitioner programs. Since 2010, to accommodate NPs across the 500 miles of the state, the conference has originated in Omaha and been broadcast live to the other four campuses. The audience welcomes the convenience of this delivery mode and has tripled in size in the past five years. This year, 50% of the audience attended at the Omaha site and the other 50% at one of the other campuses. A planning committee of NPs across the state, including representatives of the Nebraska Nurse Practitioners, tailors the topics and speakers to audience needs. The conference registration fee, which has not been raised in more than five years, adequately covers the conference expenses.

Norfolk Nebraska, Nursing Fund for Excellence

In 2015, CON CNE completed five years of providing accredited educational activities in Norfolk, Nebraska. These activities receive financial support from the Nursing Fund for Excellence, which was established by health care employers in the northeast part of the state to improve nursing care in that region. In 2015, three programs were held on the topic of behavioral health, which is an area of pressing need identified by the region’s providers. Together, these programs attracted an audience of 350 people. Since 2010, the audience has grown substantially, with 25 educational activities provided to a total of 1376 participants.

AHCA/NCAL Gero Nurse Prep

Gero Nurse Prep (GNP) is a 30 contact hour online course designed to prepare registered nurses working in long term care (LTC) to successfully complete the ANCC certification exam in gerontological nursing. This purpose is consistent with national initiatives to improve the educational preparation of nurses in all clinical settings. CON CNE partners with the American Health Care Association (AHCA) which markets the course to its membership – particularly LTC administrators. This course features gerontological content that has been developed and is presented by the College’s faculty experts.

Reflecting the overall satisfaction of LTC administrators with this course, more than 60% of the course registrations sold in 2015 were to “repeat customers” to enroll additional RNs in their facilities. Registered nurses from 41 states and the District of Columbia have enrolled. Graduates have a 97% pass rate on the ANCC gerontological certification exam, in contrast to the pass rate of 73.6%, which has been published by ANCC for all those who took the test last year. A total of 265 GNP graduates are known to be certified. According to the ANCC, only 7874 RNs are certified in this specialty area. Thus, GNP graduates comprise 3.4% of all U.S. nurses certified in gerontology.